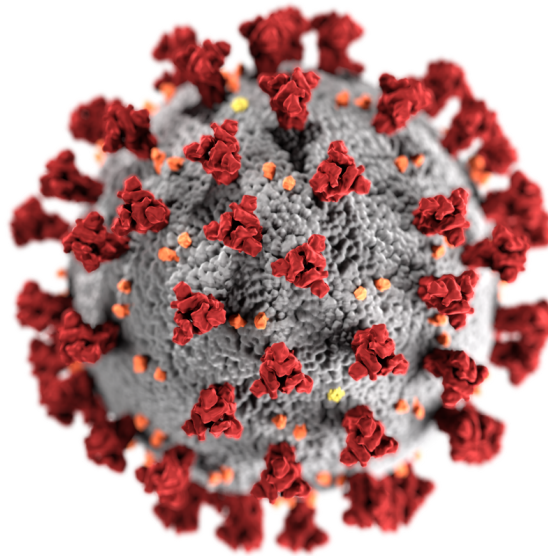




#228959181

# Changing Needs Post –COVID-19



It's better... but it's not over.

We're back,  
now what?

## Go over the plan:

Safety first.

New policies, rule changes.

Train employees on the changes and how the new policies will be implemented and enforced.

Discuss the challenges and what to expect when returning to the "new normal".

Open door/safe space to discuss what is actually happening.





# Safety Issues: 60% of workers say safety is the top priority when returning to work.\*



- Masks
- Gloves
- Face shields
- Goggles
- Gowns
- Sanitation
- Cleaning programs
- Personal Risk Levels

\*According to a survey of 1000 workers by LinkedIn and Censuswide.

# Sanitation:

## Touch points:

Counters tops  
Water fountains  
Handrails  
Door Handles  
Workstations  
Printers  
Desktops  
Keyboards  
Mice





Break Rooms  
Fridges  
Microwaves  
Tables  
Chairs  
Dishes  
Silverware  
Countertops  
Snacks

## Visible Cleaning Program

Show employees and occupants physical signs that things have changed and steps are being taken to help ensure safety.

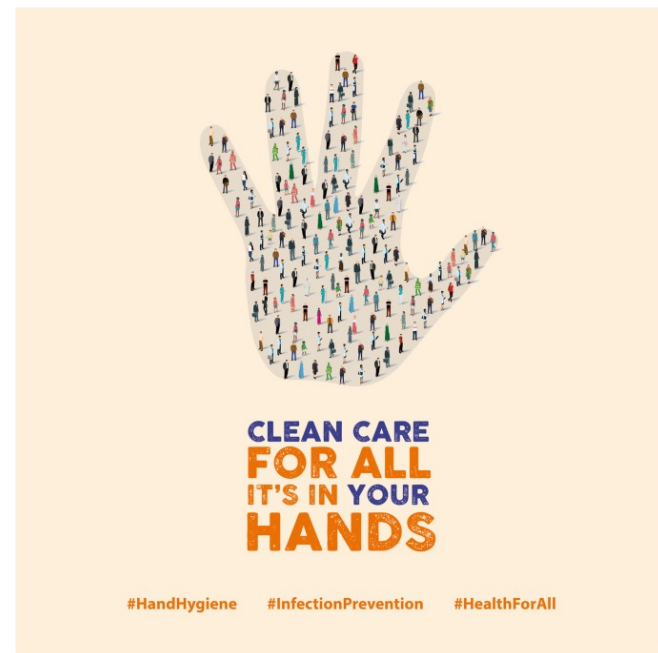
Use emails, posters, banners and visible signage to inform people of how to do their part to help keep the building safe. This lets them know that you care about their health, safety and well being.

Whenever possible let people see the cleaning being done. This boosts faith and confidence in the employer and facility management.

Everyone knows that realistically we can't hurry over and wipe off every fingerprint immediately after something has been touched, but we need to foster the perception that the building is clean and safe.

Facility managers typically had a full plate prior to the pandemic so there may need to be a discussion about the frequency of cleaning and wipe downs.

(Facility Executive Magazine Oct.2020)





- Cleaning Products
- Use
- Efficacy
- Frequency
- Safety Data
- Disposal





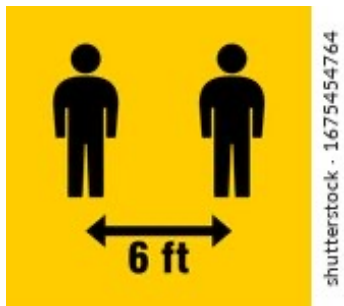
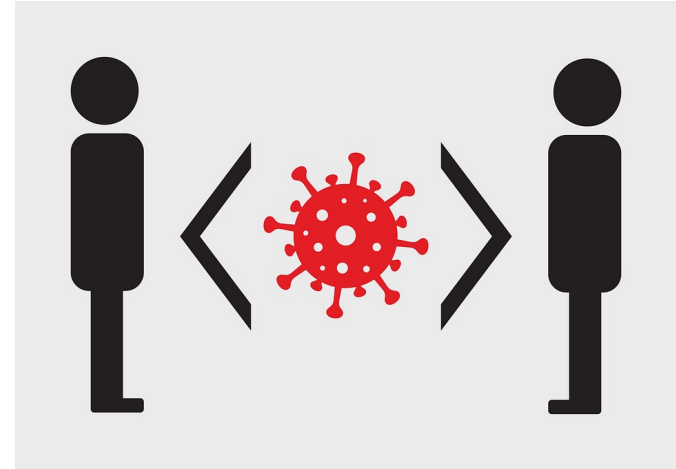
# Social Distancing

6 feet apart signs

6 feet floor stickers

Plexiglass dividers

Fully Vaccinated vs.  
Non Vaccinated.



Ventilation can play a huge role in the spread of COVID-19 or in the reduction of it.

With poor ventilation, viral particles can build up in the air in classrooms, offices and hallways.

Air Exchange is key to replacing particle laden air with clean fresh air.

Clean HEPA filters are not enough to protect people from the COVID-19 virus but when used along with other best practices recommended by CDC and others, filtration can be part of a plan to protect people indoors.

The CDC is being looked to for better guidance on what is necessary for better IAQ to help prevent the spread of COVID-19. "Consider ventilation system upgrades or improvements and other steps to increase the delivery of clean air and dilute potential contaminants in the school. Obtain consultation from experienced Heating, Ventilation and Air Conditioning (HVAC) professionals when considering changes to HVAC systems and equipment," It says in its guidance.

(Maggie Fox, CNN Feb.26 2021)

## Indoor Air Quality



# Tools to Improve Ventilation

- The following tools identify ways to improve ventilation:
- Increase the introduction of outdoor air:
  - Open outdoor air dampers beyond minimum settings to reduce or eliminate HVAC air recirculation. In mild weather, this will not affect thermal comfort or humidity. However, this may be difficult to do in cold, hot, or humid weather, and may require consultation with an experienced HVAC professional.
  - Open windows and doors, when weather conditions allow, to increase outdoor air flow. Do not open windows and doors if doing so poses a safety or health risk (e.g., risk of falling, triggering asthma symptoms) to occupants in the building. Even a slightly open window can introduce beneficial outdoor air.



- Use fans to increase the effectiveness of open windows:  
To safely achieve this, fan placement is important and will vary based on room configuration. Avoid placing fans in a way that could potentially cause contaminated air to flow directly from one person to another. One helpful strategy is to use a window fan, placed safely and securely in a window, to exhaust room air to the outdoors. This will help draw outdoor air into the room via other open windows and doors without generating strong room air currents. Similar results can be established in larger facilities using other fan systems, such as gable fans and roof ventilators.





- Ensure ventilation systems operate properly and provide acceptable indoor air quality for the current occupancy level for each space.
- Rebalance or adjust HVAC systems to increase total airflow to occupied spaces when possible.
- Turn off any demand-controlled ventilation (DCV) controls that reduce air supply based on occupancy or temperature during occupied hours. In homes and buildings where the HVAC fan operation can be controlled at the thermostat, set the fan to the “on” position instead of “auto,” which will operate the fan continuously, even when heating or air-conditioning is not required.

- Improve central air filtration:  
Increase air filtration to as high as possible without significantly reducing design airflow. Increased filtration efficiency is especially helpful when enhanced outdoor air delivery options are limited. Make sure air filters are properly sized and within their recommended service life.  
Inspect filter housing and racks to ensure appropriate filter fit and minimize air that flows around, instead of through, the filter.

- Ensure restroom exhaust fans are functional and operating at full capacity when the building is occupied.
- Inspect and maintain exhaust ventilation systems in areas such as kitchens, cooking areas, etc. Operate these systems any time these spaces are occupied. Operating them even when the specific space is not occupied will increase overall ventilation within the occupied building.



Use portable high-efficiency particulate air (HEPA) fan/filtration systems to enhance air cleaning (especially in higher risk areas such as a nurse's office or areas frequently inhabited by people with a higher likelihood of having COVID-19 and/or an increased risk of getting COVID-19).

(Note: Portable air cleaners that use filters less efficient than HEPA filters also exist and can contribute to room air cleaning. However, they should be clearly labeled as non-HEPA units.)





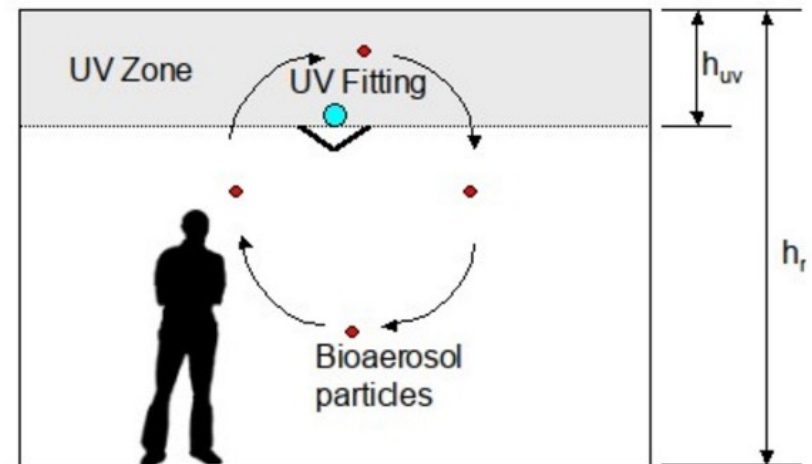
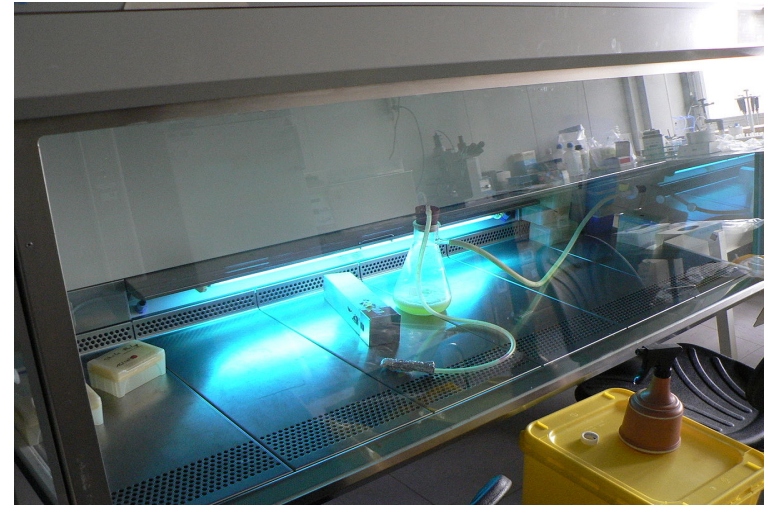
- Generate clean-to-less-clean air movement by evaluating and repositioning as necessary, the supply louvers, exhaust air grilles, and/or damper settings. This recommendation is easier to accomplish when the supply and exhaust points are located in a ceiling grid system.



Use ultraviolet germicidal irradiation (UVGI) as a supplemental treatment to inactivate SARS-CoV-2 when options for increasing room ventilation and filtration are limited.

Upper room UVGI systems can be used to provide air cleaning within occupied spaces, and in-duct UVGI systems can help enhance air cleaning inside central ventilation systems.

In non-residential settings, run the HVAC system at maximum outside airflow for 2 hours before and after the building is occupied.



The ventilation interventions listed above come with a range of initial costs and operating costs, which, along with risk assessment factors – such as community incidence rates, facemask compliance expectations and room occupant density – may affect the selection of tools.



The following are examples of cost estimates for ventilation interventions:

No cost: opening windows; inspecting and maintaining dedicated exhaust ventilation; disabling DCV controls; repositioning outdoor air dampers.

Less than \$100: using fans to increase effectiveness of open windows; repositioning supply/exhaust diffusers to create directional airflow.

\$500 (approximately): adding portable HEPA fan/filter systems.

\$1500 to \$2500 (approximately): adding upper room UVGI.



# CDC guidelines for unvaccinated people



Protect yourself and others in the workplace

# Monitor your health



- Be alert for symptoms. Watch for fever, cough, shortness of breath, or other symptoms of COVID-19.
  - This is especially important if you are running essential errands, going into the office or workplace, and in settings where it may be difficult to keep a physical distance of 6 feet.
- Take your temperature if symptoms develop.
  - Don't take your temperature within 30 minutes of exercising or after taking medications that could lower your temperature, like acetaminophen.
- Follow CDC guidance if symptoms develop.

Have You Been Fully Vaccinated?



- In general, people are considered fully vaccinated:
- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine
- If you don't meet these requirements, regardless of your age, you are NOT fully vaccinated. Keep taking all precautions until you are fully vaccinated.



- You will still need to follow guidance at your workplace and local businesses.
- If you travel, you should still take steps to protect yourself and others.
- Masks are required on planes, buses, trains, and other forms of public transportation traveling into, within, or out of the United States and in U.S. transportation hubs such as airports and stations. Travelers are not required to wear a mask in outdoor areas of a conveyance (like on a ferry or the top deck of a bus). CDC recommends that travelers who are not fully vaccinated continue to wear a mask and maintain physical distance when traveling.

## What We Know:

- COVID-19 vaccines are effective at preventing COVID-19 disease, especially severe illness and death.
- COVID-19 vaccines reduce the risk of people spreading COVID-19.

## What We're Still Learning:

- How effective the vaccines are against variants of the virus that causes COVID-19. Early data show the vaccines may work against some variants but could be less effective against others.
- How well the vaccines protect people with weakened immune systems, including people who take immunosuppressive medications.
- How long COVID-19 vaccines can protect people.

As we know more, CDC will continue to update our recommendations for both vaccinated and unvaccinated people.

# Key Points

- Fully vaccinated people can:
- Resume activities without wearing masks or physically distancing, except where required by federal, state, local, tribal, or territorial laws, rules and regulations, including local business and workplace guidance
- Resume domestic travel and refrain from testing before or after travel or self-quarantine after travel
- Refrain from testing before leaving the United States for international travel (unless required by the destination) and refrain from self-quarantine after arriving back in the United States
- Refrain from testing following a known exposure, if asymptomatic, with some exceptions for specific settings
- Refrain from quarantine following a known exposure if asymptomatic
- Refrain from routine screening testing if feasible
- For now, fully vaccinated people should continue to:
- Get tested if experiencing [COVID-19 symptoms](#)
- Follow CDC and health department travel requirements and recommendations

# Mental Health

## Emotions

Feeling anxious or excited

Feeling safe or unsafe

No more shirt and tie with underwear for Zoom meetings

Motivation to build comfort  
and confidence

Welcome back signs and greetings

EAP







The following questions and topics are taken from an EEOC outreach webinar conducted on March 27,2021

EEOC has explained in its updated 2020 EEOC Pandemic publication that at the present time, the COVID-19 pandemic permits an employer to take the temperature of employees who are coming into the workplace. Is there anything else an employer could do at the current time to determine if employees physically coming into the workplace have COVID-19 or symptoms associated with the disease? At the time of this recording, again March 27th, employers may ask all employees who will be physically entering the workplace if they have COVID-19, or symptoms associated with COVID-19, or ask if they have been tested for COVID-19. Symptoms associated with COVID-19 include, for example, cough, sore throat, fever, chills, and shortness of breath.



What may an employer do under the ADA if an employee refuses to permit the employer to take his temperature, or refuses to answer questions about whether he has COVID-19, or symptoms associated with COVID-19, or has been tested for COVID-19?



May a manager ask only one employee -- as opposed to asking all employees -- questions designed to determine if she has COVID-19, or require that this employee alone have her temperature taken?



May an employer ask an employee who is physically coming into the workplace whether they have family members who have COVID-19 or symptoms associated with COVID-19?





Suppose a manager learns and confirms that an employee has CO-VID-19, or has symptoms associated with the disease. The manager knows she must report it but is worried about violating ADA confidentiality. What should they do?



An employee who must report to the workplace knows that a co-worker who reports to the same workplace has symptoms associated with COVID-19. Does ADA confidentiality prevent the first employee from disclosing the co-worker's symptoms to a supervisor?



An employer knows that an employee is teleworking because the person has COVID-19 or symptoms associated with the disease, and that he is in self-quarantine. May the employer tell staff that this particular employee is teleworking without saying why?



Many employees, including managers and supervisors, are now teleworking as a result of COVID-19. How are they supposed to keep medical information of employees confidential while working remotely?



Does the ADA permit employers to notify public health authorities if the employer learns an employee has COVID-19?





Can an employer insist that the employees get the Covid -19 Vaccination?



Please keep checking the EEOC website for further updates involving COVID-19 and the laws enforced by the EEOC.



# Adapt and Conquer

With all the information still changing on what sometimes seems to be on an hourly basis, we all have to change our roles, duties and game plans as needed.

**WE CAN DO IT!**

Get the shot, stop COVID on the spot!

